



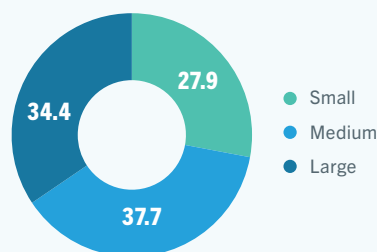
The People's Republic of China

Surveyed enterprises: 401

In a snapshot: ILO enterprise survey

Characteristics

Figure 1 Distribution of surveyed enterprises (percentage)



Policies and initiatives

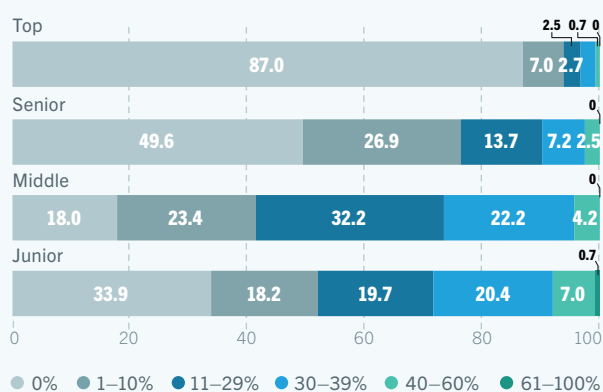
- 78.1% of enterprises have an equal employment or diversity and inclusion policy.
- The top three areas in which gender diversity is promoted are recruitment, retention and promotion (75.3%); skills and executive training (62.3%); and remuneration (59.1%).

The business case for gender diversity

- Over 78% of enterprises report that initiatives on gender diversity and equality have improved business outcomes.
- Of enterprises reporting improved profits due to gender diversity, 47.2% say profit grew between 10% and 15% and 35.6% report profit increased between 5% and 10%.

Women's share in management and on boards

Figure 2 Distribution of women at different managerial levels (percentage)



- 20.1% of enterprises have a female CEO.
- 10.0% of enterprises have a female chairperson on the board.
- 9.3% of enterprises have an all-male board.
- 3.5% of enterprises have a gender balanced board.
- 0% of enterprises have a majority-female board.

Women in the labour market

Labour force participation

Figure 3 Labour force participation, annual rate (percentage), 1991–2018

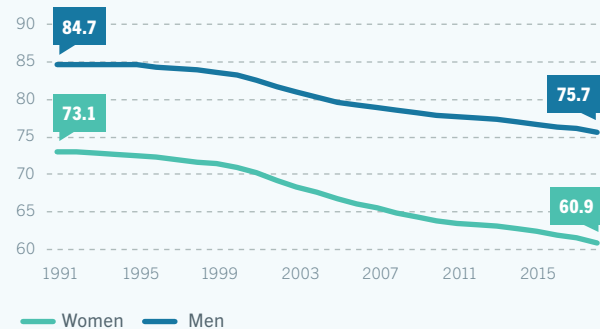
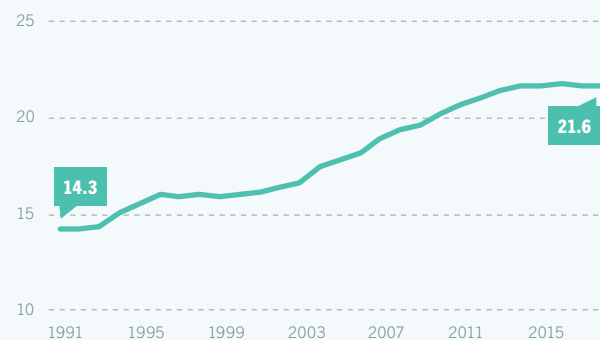


Figure 4 Women as a share of total employers (percentage), 1991–2018



	1991	2018
Women as a share of own account workers	17.0%	37.1%
Enterprises with a top female manager	—	17.5%

Source: ILO, 2018; World Bank, 2018.

Women's education

	2004	2016
Women as a share of total tertiary graduates	45.4%	51.7%
Women's mean years of schooling	5.5	6.5

Source: UNESCO, 2018.